

DEPARTMENT OF LABOR WAGE DETERMINATION

SOLICITATION RFP SP0600-06-R-0510

94-2511 TX,EL PASO

SP0600-06-R-0510
Alamogordo, NM
Attachment 2

WAGE DETERMINATION NO: 94-2511 REV (27) AREA: TX,EL PASO

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2512

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of LaborU.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210William W.Gross Division of
Director Wage DeterminationsWage Determination No.: 1994-2511
Revision No.: 27
Date Of Revision: 06/14/2005

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna,
Otero, Sierra
Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.21
01012 - Accounting Clerk II	10.14
01013 - Accounting Clerk III	13.49
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.97
01050 - Dispatcher, Motor Vehicle	12.41
01060 - Document Preparation Clerk	10.58
01070 - Messenger (Courier)	7.78
01090 - Duplicating Machine Operator	10.58
01110 - Film/Tape Librarian	11.00
01115 - General Clerk I	8.16
01116 - General Clerk II	9.18
01117 - General Clerk III	10.18
01118 - General Clerk IV	10.97
01120 - Housing Referral Assistant	14.58
01131 - Key Entry Operator I	8.50
01132 - Key Entry Operator II	10.05
01191 - Order Clerk I	9.78
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	10.37
01262 - Personnel Assistant (Employment) II	11.64
01263 - Personnel Assistant (Employment) III	13.33
01264 - Personnel Assistant (Employment) IV	14.51
01270 - Production Control Clerk	13.14
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	10.15
01311 - Secretary I	10.15
01312 - Secretary II	12.97
01313 - Secretary III	14.58
01314 - Secretary IV	17.23
01315 - Secretary V	18.34
01320 - Service Order Dispatcher	9.71
01341 - Stenographer I	10.86
01342 - Stenographer II	11.65

01400 - Supply Technician	17.23
01420 - Survey Worker (Interviewer)	12.88
01460 - Switchboard Operator-Receptionist	12.97
01510 - Test Examiner	12.97
01520 - Test Proctor	10.63
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	9.58
01611 - Word Processor I	10.73
01612 - Word Processor II	13.41
01613 - Word Processor III	
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.83
03041 - Computer Operator I	10.44
03042 - Computer Operator II	14.05
03043 - Computer Operator III	15.72
03044 - Computer Operator IV	17.47
03045 - Computer Operator V	19.35
03071 - Computer Programmer I (1)	17.76
03072 - Computer Programmer II (1)	23.82
03073 - Computer Programmer III (1)	27.17
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.14
03102 - Computer Systems Analyst II (1)	26.56
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.44
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.63
05010 - Automotive Glass Installer	13.69
05040 - Automotive Worker	13.69
05070 - Electrician, Automotive	14.67
05100 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	15.63
05160 - Motor Equipment Metal Worker	13.69
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	10.75
05250 - Motor Vehicle Upholstery Worker	12.70
05280 - Motor Vehicle Wrecker	13.69
05310 - Painter, Automotive	14.67
05340 - Radiator Repair Specialist	13.69
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	15.63
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.05
07010 - Baker	10.41
07041 - Cook I	9.48
07042 - Cook II	11.06
07070 - Dishwasher	6.37
07130 - Meat Cutter	10.41
07250 - Waiter/Waitress	7.02
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.67
09040 - Furniture Handler	8.80
09070 - Furniture Refinisher	14.67
09100 - Furniture Refinisher Helper	10.75
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.67
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	6.70
11060 - Elevator Operator	7.06
11090 - Gardener	10.70
11121 - House Keeping Aid I	6.68
11122 - House Keeping Aid II	7.25
11150 - Janitor	7.43

11210 - Laborer, Grounds Maintenance	8.02
11240 - Maid or Houseman	SP0600-06-R-0510
11270 - Pest Controller	6.60
11300 - Refuse Collector	Alamogordo, NM
11330 - Tractor Operator	11.99
11360 - Window Cleaner	Attachment 2
12000 - Health Occupations	6.89
12020 - Dental Assistant	9.82
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	8.35
12071 - Licensed Practical Nurse I	11.54
12072 - Licensed Practical Nurse II	12.30
12073 - Licensed Practical Nurse III	12.74
12100 - Medical Assistant	14.30
12130 - Medical Laboratory Technician	15.99
12160 - Medical Record Clerk	10.35
12190 - Medical Record Technician	12.57
12221 - Nursing Assistant I	9.77
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	7.76
12224 - Nursing Assistant IV	8.73
12250 - Pharmacy Technician	9.53
12280 - Phlebotomist	10.69
12311 - Registered Nurse I	12.19
12312 - Registered Nurse II	12.29
12313 - Registered Nurse II, Specialist	18.20
12314 - Registered Nurse III	22.28
12315 - Registered Nurse III, Anesthetist	22.28
12316 - Registered Nurse IV	26.95
13000 - Information and Arts Occupations	26.95
13002 - Audiovisual Librarian	32.28
13011 - Exhibits Specialist I	19.93
13012 - Exhibits Specialist II	19.15
13013 - Exhibits Specialist III	23.08
13041 - Illustrator I	26.14
13042 - Illustrator II	19.15
13043 - Illustrator III	23.08
13047 - Librarian	26.14
13050 - Library Technician	22.08
13071 - Photographer I	12.44
13072 - Photographer II	11.95
13073 - Photographer III	15.32
13074 - Photographer IV	19.16
13075 - Photographer V	22.77
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	25.97
15010 - Assembler	6.61
15030 - Counter Attendant	6.61
15040 - Dry Cleaner	8.05
15070 - Finisher, Flatwork, Machine	6.61
15090 - Presser, Hand	6.61
15100 - Presser, Machine, Drycleaning	6.61
15130 - Presser, Machine, Shirts	6.61
15160 - Presser, Machine, Wearing Apparel, Laundry	6.61
15190 - Sewing Machine Operator	8.52
15220 - Tailor	9.37
15250 - Washer, Machine	7.09
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.67
19040 - Tool and Die Maker	18.42
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.82
21020 - Material Coordinator	12.32
21030 - Material Expediter	12.32
21040 - Material Handling Laborer	7.84
21050 - Order Filler	10.19

21071 - Forklift Operator	10.39
21080 - Production Line Worker (Food Processing)	10.86
21100 - Shipping/Receiving Clerk	10.86
21130 - Shipping Packer	10.02
21140 - Store Worker I	8.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.10
21210 - Tools and Parts Attendant	10.86
21400 - Warehouse Specialist	10.86
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.29
23040 - Aircraft Mechanic Helper	13.27
23050 - Aircraft Quality Control Inspector	20.52
23060 - Aircraft Servicer	15.60
23070 - Aircraft Worker	16.82
23100 - Appliance Mechanic	14.67
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	17.19
23130 - Carpenter, Maintenance	14.67
23140 - Carpet Layer	13.69
23160 - Electrician, Maintenance	17.10
23181 - Electronics Technician, Maintenance I	16.12
23182 - Electronics Technician, Maintenance II	19.80
23183 - Electronics Technician, Maintenance III	21.07
23260 - Fabric Worker	12.70
23290 - Fire Alarm System Mechanic	15.63
23310 - Fire Extinguisher Repairer	11.73
23340 - Fuel Distribution System Mechanic	18.42
23370 - General Maintenance Worker	13.69
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.63
23430 - Heavy Equipment Mechanic	17.19
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	15.63
23470 - Laborer	7.84
23500 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23640 - Millwright	17.46
23700 - Office Appliance Repairer	14.67
23740 - Painter, Aircraft	14.67
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	15.76
23800 - Plumber, Maintenance	14.79
23820 - Pneudraulic Systems Mechanic	15.63
23850 - Rigger	15.63
23870 - Scale Mechanic	13.69
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	13.76
23930 - Telecommunication Mechanic I	18.70
23931 - Telecommunication Mechanic II	19.89
23950 - Telephone Lineman	17.19
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	15.63
23970 - Woodcraft Worker	15.63
23980 - Woodworker	11.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24600 - Chore Aid	6.23
24630 - Homemaker	12.70
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.75
25040 - Sewage Plant Operator	15.63
25070 - Stationary Engineer	16.75

25190 - Ventilation Equipment Tender	10.98
25210 - Water Treatment Plant Operator	SP0600-06-R-0510
27000 - Protective Service Occupations	Alamogordo, NM
(not set) - Police Officer	Attachment 2
27004 - Alarm Monitor	20.13
27006 - Corrections Officer	12.33
27010 - Court Security Officer	17.48
27040 - Detention Officer	17.48
27070 - Firefighter	17.48
27101 - Guard I	19.83
27102 - Guard II	7.26
28000 - Stevedoring/Longshoremen Occupations	11.42
28010 - Blocker and Bracer	15.20
28020 - Hatch Tender	15.20
28030 - Line Handler	15.20
28040 - Stevedore I	14.81
28050 - Stevedore II	18.11
29000 - Technical Occupations	
21150 - Graphic Artist	19.52
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	22.04
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	17.29
29024 - Archeological Technician II	19.33
29025 - Archeological Technician III	23.95
29030 - Cartographic Technician	25.12
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.65
29040 - Civil Engineering Technician	18.93
29061 - Drafter I	13.16
29062 - Drafter II	15.41
29063 - Drafter III	19.99
29064 - Drafter IV	26.25
29081 - Engineering Technician I	11.29
29082 - Engineering Technician II	14.72
29083 - Engineering Technician III	18.43
29084 - Engineering Technician IV	22.69
29085 - Engineering Technician V	26.70
29086 - Engineering Technician VI	30.43
29090 - Environmental Technician	18.11
29100 - Flight Simulator/Instructor (Pilot)	26.56
29160 - Instructor	20.51
29210 - Laboratory Technician	15.08
29240 - Mathematical Technician	24.90
29361 - Paralegal/Legal Assistant I	14.31
29362 - Paralegal/Legal Assistant II	19.00
29363 - Paralegal/Legal Assistant III	21.32
29364 - Paralegal/Legal Assistant IV	28.11
29390 - Photooptics Technician	22.90
29480 - Technical Writer	28.84
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.15
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
29622 - Weather Observer, Upper Air (3)	16.08
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.42
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	11.32
31300 - Taxi Driver	9.55
31361 - Truckdriver, Light Truck	11.32
31362 - Truckdriver, Medium Truck	12.96

31363 - Truckdriver, Heavy Truck	13.90
31364 - Truckdriver, Tractor-Trailer	SP0600-06-R-0510
99000 - Miscellaneous Occupations	Alamogordo, NM
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99020 - Animal Caretaker	8.82
99030 - Cashier	7.04
99041 - Carnival Equipment Operator	9.59
99042 - Carnival Equipment Repairer	10.45
99043 - Carnival Worker	6.96
99050 - Desk Clerk	9.41
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.06
99500 - Recreation Specialist	11.65
99510 - Recycling Worker	9.48
99610 - Sales Clerk	8.96
99620 - School Crossing Guard (Crosswalk Attendant)	7.71
99630 - Sport Official	9.97
99658 - Survey Party Chief (Chief of Party)	15.50
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.67
99660 - Surveying Aide	10.74
99690 - Swimming Pool Operator	11.25
99720 - Vending Machine Attendant	8.85
99730 - Vending Machine Repairer	11.25
99740 - Vending Machine Repairer Helper	8.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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